

ATTACHMENT #1

Memo

To: Director Muldoon
From: Deputy Director Urbanek
Date: 4/12/2016
Re: 3 Basic Classes per Year Proposals

Director Muldoon

Unprecedented demand for seats in the last two basic classes has created the need to evaluate the 2 year, 5 basic class cycle in terms of meeting the demands of the agencies in the state of NE.

Historical Background:

Beginning in January 2013 the Nebraska Law Enforcement Training Center began a 2 year, 5 basic class cycles. This was due in part to the increase of the basic curriculum to encompass 16 weeks of training. 2016 is the second year of the second cycle of classes. From January 2013 until the present time eight basic sessions were conducted. A total of 388 number of students were enrolled in the training and 335 completed training during those eight classes.

In the eight basic classes preceding the 2013 cycle (January 2010-December 2012) 297 students started and 228 completed training. During this time there were three basic classes conducted per calendar year.

In the 192nd Basic the demand for seats exceeded the maximum class limit of 50 students. 60 students were allowed to enroll and begin training. There were 10 students who had completed packets but were moved to the 193rd basic.

Approximately 30% of the students attending the 192nd basic were students who fell into one of two categories. 1.) The student had attended a previous basic and was unsuccessful and was allowed to return to the 192 basic class. 2.) Students who should have been enrolled in an earlier basic class and they chose not to attend. As a note, the class preceding the 192nd was below the maximum enrollment of 50 students.

60 students were enrolled and took the PRET. Three students did not achieve the overall 30% entrance standard. 57 students began training. Six students left training prior to

graduation. Three left in week 5 as a result of academic failure and the remaining three left in the last week of training for disciplinary reasons.

Exceeding the maximum 50 student in a class puts tremendous demands on the 7 full-time instructors and the physical plant resources. However the two most pressing concerns with exceeding 50 students become safety and quality of product produced.

Justification for the two year cycle:

Specialized training has been conducted during the break between basics. It is a resource drain (both personnel and facility) to conduct specialized training at the same time a basic is being conducted. Also during the break, instructors were encouraged to attend training to maintain their continuing education and use vacation time.

By increasing the class size to 50 students and conducting 5 basic classes over two years we provided a projection of 250 students completing basic training. This would be consistent with previous year's completion numbers.

This system was projected to meet the demands of officers needing basic certification training and specialized training.

Issues that have contributed to this quandary

- TC is the only entity providing training certification
- Fewer basic training course offerings over a two year cycle (5 vs 6) coupled with an unprecedented requested for slots from agencies
- Agencies hiring and training on tailored desires (choosing when they send students as opposed to adhering to Rule and Regulation dictating the basic session they attend.)
- Increase in curriculum hours and still offering specialized training without an increase in instructional staff for 25 years
- Agencies concern of OVERTIME accumulated by their officers attending basic. The 16 week schedule reduces overtime but increases the length of basic.

Returning to 3 Basics per year

Instructional staff at the NLETC has discussed various options to facilitate completion of three basic sessions per year.

1. Propose implementing the three basics in a 12 month cycle **beginning Aug 1, 2016.** In 24 months following, 6 basic classes will be completed.
2. Maintain the current curriculum of 16 weeks
 - a. Assuming the mantra put forth by agencies is "NLETC is the exclusive provider of basic training, anything else agencies can get at other locations"; eliminate conducting specialized training with the exception of courses listed below. This would lessen the instructional and the facility load allowing staff to utilize resources with focus on the quality of certification resources to focus energies on the certification training (basic and Reciprocity and Reactivation).
 - i. Reciprocity/Reactivation (a certification course)
 - ii. Firearms Instructor and recertifications
 1. State statute requires an annual qualification in handgun by all sworn officers. Providing this course assists agencies in maintaining compliance.
 - iii. EVOC Instructor
 1. Another high liability area that would be offered every other year
 - iv. Other classes that are "mandated" (management, supervision, Jail Management, Sherriff's Cont Ed.) are only mandated that the officer receive the training. There is no mandate that the TC conduct the Training. New Sherriff's Seminar, which is conducted only after a Sherriff's election does require that the TC provide the training.
 1. If these courses are to be offered at the Training Center they will likely have tuition assessed to cover the cost of bringing in instructors.
 - b. Regardless if a class is 15 or 16 weeks, any basic conducted over the holidays will likely result in a an additional week of training as the 4 -6 holidays where class is not conducted add a week on at the end to capture those days lost during the course of a basic.

3. Reduce the length of basic from 16 to 15 weeks to accommodate 3 basics in a 12 month cycle

a. Remove HWS classes SFST and RADAR

i. These are nationally certified programs for which many agencies currently have certified instructors. These agencies can conduct this training for their own officers thus reducing the length of basic by 44 hours.

b. Create alternative delivery methods for one week of training. This could include MOODLE where the student takes the course on-line (overtime). It may remove the time from the calendar day or the time may be reallocated to provide for more hands-on training to accommodate the excessive numbers of students in a class. (i.e. building search and traffic stops where we've all ready experienced a shortfall of repetitions.)

c. This will result in a reduction of some of the advanced training offered through the NLETC.

Staff recommendation:

Option #2

The Curriculum Sub-committee was asked if they were pleased with the product that the Academy produces. The response was yes, the group was happy with the officers that came back to their agencies.

The 16 week curriculum has been in effect for just over two years. Since the client expressed that they were please with the product no curriculum changes are suggested at this point.

The staff will continue to review hours and methods of delivery in the existing curriculum. With overcapacity in students reallocation of basic classroom hours to alternative methods of delivery will not necessarily shorten the length of the basic. Those hours may need to be reallocated to scenario-based (hands on training) to ensure that all students are afforded the chance to participate as opposed to simply observe